

Clinical Mentor for Comprehensive Onboarding to Perianesthesia Program

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Background Information: Having an experienced nurse in perianesthesia helping the orientation process of new hires, enhanced educational, social and career development. Comprehensive onboarding to perianesthesia (CO2P). 1st Cohort was created In August 2022 ending on February 2023 using the clinical mentor as an added layer of support. This role adequately ensures each new hire learns in a welcoming environment. This creates a continuous supportive team where increases nursing satisfaction and retention.

Objectives of Project: Creating a cohesive learning environment with a support liaison, who will help new hires through a spirit of mentoring and coaching. Developing a trusting relationship with the new hires, preceptors, educators and leadership helped with assessing needs to help the new graduates be successful. Building confidence for the new hires as they grow in their profession will ensure a healthy and positive orientation experience.

Process of Implementation: Success, satisfaction and retention are achieved when staff are supported, understood and guided in a safe learning environment. With a structured program of routine 1:1 meeting, open dialogue, group discussions and team-building activities we can evaluate each nurse individually. Formal evaluation every 8 weeks with feedback from new hire and preceptor was used to guide in making necessary adjustments to improve outcomes.

Statement of Successful Practice: The measurement of success in the Clinical Mentor program depended on the success of our new hires. We started the program in August 2022 and 5 out of 6 successfully completed the 1st Cohort. Phase I, II, and III evaluation surveys were completed. The results revealed confidence levels in various skills, orientation preparedness, positive impact of clinical mentor and satisfaction.

Implications for Advancing the Practice of Perianesthesia Nursing: This role is individually structured around each new graduate needs and learning styles. The goal of the liaison is to flex and adapt to the new hire-preceptor relationship, guiding the education and growth of the new nursing graduate. Creating a safe and trusting relationship will improve retention and increase nursing satisfaction.